

; f]`j YfVch]b`DUb_ck .`A Ui YfdUf_`V`Y]Vh
V]g`GYdhYa VYf`fUi W\ZfY]°

⊖`DUb_ck `[]`h`V]g`ni a`%) "\$- "&\$&) `Y]b` ; f]`j YfVch]b
ÖZYbh]W\Yb` ; fØbUb`U[Yb`Ui Z[fi bX`YI hfYa Yf`HfcW_Yb\Y]h
i bX`6fUbX[YZU\`f"



A Ui YfdUf_ž`6Yf`]bž`8Yi hgW\`UbX`!`a`6Yn]f_`DUb_ck`]b`6Yf`]b
k i fXY`Ui Z[fi bX`YI hfYa Yf`HfcW_Yb\Y]h i bX`XYf`XUa`]h
j YfVi bXYbYb`6fUbX[YZU\`f`Y]b` [YbYfY`Yg ; f]`j YfVch]b`U`Yb
ÖZYbh]W\Yb` ; fØbUb`U[Yb`j Yf\`Àb[h`8]YgYg`J YfVch[]`h`Ui W\`ZØf
X]Y`Ui g[Yk`]YgYbYb` ; f]`Z`ÀW\Yb`]a`VY`]YVhYb`A Ui YfdUf_`i bX`]gh
V]g`ni a`%) "`GYdhYa VYf`&\$&) `VYZf]ghYh`8 Ug`6Yn]f_gUa`h`DUb_ck
ZcfXYfh`X]Y`6Ygi W\Yf`Ui Z`XUg`J YfVch`Y]bni`U`hYb`i bX
ghUhhXYggYb`Ui ZD]W_b]W_d`ÀhY`Ui gni k Y]W\Yb`cXYf`_U`hY`GdY]gYb
a`]hni bY\`a`Yb`5i g\`Àb[Y`j`cf`C`fh]bZcfa`]YfYb`X]Y` ; ÀghY`ØVYf`X]Y
l`a`gYhni b[`X]YgYf`FY[Y`i b[ž`X]Y`]a`9]b`_`Ub[`a`]h`iz`*`XYg
; fØbUb`U[Yb[YgYhnYg`ghY\`hž`XUg ; f]`Yb`Ui ZXYb` [YbUb`bhYb
: `ÀW\Yb`i bhYfgU[hž`gcZYfb`_Y]bY`gdYn]Y`Yb` ; f]`d`ÀhY`j`cf`\UbXYb
g]bX`Ni XYa`]gh`a`]h`?`cbhfc`Yb`Xi fW\`XUg`C`FXbi b[gUa`h`ni

fYW.bYbž i a`X]Y`9]b\U`hi b[`XYg`J`YfVchg`g]WXYfni ghY`Yb"

8 Ug; f]`j`YfVch`k`i`fXY`U`g`F`YU`_h]cb`Ui`Z`X]Y`Ub\U`hYbXY
HfcW`Yb\Y]h`Yf`UggYbž`X]Y`ni`Y]bYa`X`Yi`h]W`Yf\`Ø`hYb`F`]g]_c`j`cb
6f`Å`bXYb`[`YZ\`f`h`\`Uh`Y`\`b`]W`k`jY`]b`j`jY`Yb`UbXYfYb`Gh`Å`X`hYb`i`bX
;`Ya`Y]bXYb`]b`8Yi`hgW`UbXž`k`c`;`f]`j`YfVchY`Ui`Z[`fi`bX`XYf
Yf\`Ø`hYb`6f`UbX[`YZU`\`f`j`Yf\`Å`b[`h`k`YfXYbž`]gh`Ui`W`]b`DUb`_ck`Y]bY
VYgcbXYfY`J`c`fg]W`h[`YVchYb`"K`jY`**H!C`b`b`Y`VYf]W`hYhž`_`Ø`b`Y`b`]b
NY]hYb`\`c`\Yf`K`U`XVf`UbX[`YZU`\`f`;`f]`j`YfVchY`Ui`Z`Ø`ZY`b`h]W`Y`b
D`Å`hYbž`DUf`_g`i`bX`K`Å`XYfb`V]g`\]b`ni`Y]bYa`j`c`gh`Å`bX][`Yb
J`YfVch[`Y`hYb"**

;`f]`j`YfVchY`i`bX`]`fY`<]bhYf[`fØ`bXY

8]Y`FY[`Y`i`b[`Yb`ni`;`f]`j`YfVchYb`g]bX`_`Uf`XYZ]b]Yfh`K`Ybb`X]Y
K`U`XVf`UbX[`YZU`\`f`Ui`Z`Ghi`ZYb`(`cXYf)`UbghY][`hž`]gh`XUg;`f]`Yb`Ub
U`Yb`Ø`ZY`b`h]W`Y`b`C`fhYbž`Ui`W`Ub`VYgh]a`a`hYb`;`f]`d`Å`hYbž
i`bhYfgU[`h`5`_hi`Y`g]bX`j`jY`Y`Gh`Å`X`hYž`XUfi`bhYf`Ui`W`6Yf`]bž`a`]h
XYf`<`Yf`Ui`g`Zc`fXYfi`b[`_`cb`Zf`cbh]Yfhž`X]Y`^`ZY`b`h]W`_Y]h`Ø`VYf`X]Y
F]g]_Yb`ni`]b`Zc`fa`]YfYb`"ϕ`DUb`_ck`k`i`fXYb`XU`Yf`X]Y`5i`g`Å`b[`Y
ni`XYb`;`f]`j`YfVchYb`Ui`g[`Y`Å`b[`hž`X]Y`XYb`6Ygi`W`Yfb
j`YfXYi`h]W`Yb`gc`Ybž`XUgg`X]Y`;`YZU`\`f`j`cb`6f`Å`bXYb`Xi`fW`UW`h`c`g
k`Y[`[`Yk`c`f`ZY`bY`;`Ug`Z`Ug`W`Ybž`N][`UfY`hYb`c`XYf`K`Ugg`Y`fd`ZY]ZYb!
5gW`Y`Yf\`YV`]W`]ghž`k`jY`;`**fi`Yb!6Yf`]b`Uba`Yf`_h"**

6YgcbXYfg]b`X]YgYf`NY]h]gh`Yf\`Ø`hY`5i`Za`Yf`_gUa`_Y]hi`bX
Gcf[`ZU`h[`Y`Zc`fXYfhž`b]W`h`bi`f]b`Ø`ZY`b`h]W`Y`b`5b`U[`Ybž`gc`bXYfb
Ui`W`]b`Df]j`Uh[`Å`fhYb`"K`Å`fYbX`XUg;`f]`Yb`]a`Y][`YbYb`;`UfhYb
[`fi`bXg`Å`h]W`Yf`Ui`Vh]ghž`a`ØggYb`6Yk`c`bYf`Ui`W`\]Yf
j`c`fg]W`hg\`U`VYf`Ui`Z`X]Y`6f`UbX[`YZU`\`f`UW`hYb`"ϕ`gd`Yn]Y`Yb
G]hi`Uh]cbYb`_`Ø`b`Y`b`Ui`W`]a`Y][`YbYb`;`UfhYb`9]bgW`f`Å`b`_i`b[`Yb
[`Y`hYb`"6Y]gd]Y`gk`Y]gY`_`Ø`b`Y`b`J`Yfa`]YhYf`;`f]`j`YfVchY`]b`XYb
<`Ui`gc`f`X`bi`b[`Yb`ZØf`6U`_`cb`Yž`HYffUggYb`c`XYf
;`Ya`Y]bgW`UZhg[`Å`fhYb`ZYghY[`Ybž`i`bX`Ui`W`XUg;`f]`Yb`]a`]h
9`Y`_hfc[`f]`g`_`Ubb`j`c`f`C`fh`Yf`Ui`Vh`gY]bž`XU`X]YgY`_Y]b`c`ZY`b`Yg
;`Yi`Yf`d`fc`Xi`n]YfYb"

8]Y`U`_hi`Y`Yb`A`U»`bU`a`Yb`g]bX`HY]`XYf`6Ya`Ø`i`b[`Ybž`X]Y

G]W\Yf\Y]h]b'6Yf`]b'ni '[Yk Å\`f`Y]ghYb'i bX`X]Y'6Yj Ò`_Yfi b['j cf
 XYb'; YZU\`fYb`YI hfYa Yf`K YhhYfdYf]cXYb'ni `gW\ØhnYb" `b`NY]hYb
 j cb`\c\Yb`HYa dYfUhi fYb'i bX`Ub\U`hYbXYa `HfcW_Yb\Y]hgghfYgg
]gh`X]Y'9]b\U`hi b['j cb'; f`]j YfVchYb`YggYbh]Y``ž'i a `6fÅbXY`ni
 j Yfa Y]XYb'i bX`XUg`ÒZYbh]W\Y'; fØb'ni `gW\cbYb"

8YhU]`g	
C fh	A Ui YfdUf_ž'6Yf`]bž'8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • [fi Yb!VYf`]b"XY • k k k "h!cb`]bY"XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`a Y]b!VYf`]b"bYh